



## **POSITION TITLE: Cultural Worker**

## **TERM: Full Time, Permanent**

## **SUPERVISOR: Cultural Integration Team Leader**

Secwepemc Child and Family Services Agency (SCFSA) is a progressive and culturally focused agency supporting family safety that endeavors to provide outstanding practice to First Nations families residing in the communities of the seven-member bands; Adams Lake, Bonaparte, Neskonlith, Skeetchestn, Tk'emlúps te Secwépemc, Simpcw, and Whispering Pines/Clinton and who reside in Kamloops.

Striving to provide exceptional family healing services through prevention-based practice, SCFSA incorporates a Signs of Safety® framework as an innovative, strengths-based, and safety-organized approach to child protection casework.



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## **Job Summary**

The Cultural Worker reports to the Cultural Integration Team Leader (CITL). The Cultural Worker is a cultural support position and acts as a primary resource and serves to support and to share Secwépemc cultural protocols, traditional practices, and language to the children, youth and families that the Agency serves and to employees, volunteers and Board of Directors of the Agency. The Cultural Worker builds collaborative relationships with Elders, knowledge keepers, community members, and community service providers in order to connect children and youth with opportunities to learn their respective cultural practices and to be engaged in cultural activities. The goal of this position is to enhance the traditional and cultural aspects of the Agency and the children, families, and communities it serves, as well as providing leadership in enhancing and preserving the cultural competence of the Agency.

## **Qualifications**

### **Education and Experience:**

- Degree or diploma in Social work and/or Indigenous Studies with a minimum of 3 years related experience in the management of services for children and their families or a comparable human service program.
- Knowledge of and experience working in the areas of health, social services, and education for First Nation people;



- A significant combination of education and/or experience related to social work; health care services; and/or education;

## Skills and Abilities:

- Culturally competent in the knowledge of Secwepemc territory, people and their cultural traditions
- Ability to teach and share traditional cultural teachings
- Knowledge of cultural issues and the ability to apply this knowledge to children, youth and families
- Ability to work with a variety of stakeholders and build relationships with First Nations communities
- Demonstrate excellent leadership skills
- Ability to work independently and to conform to established policies and procedures
- Sound knowledge of the legacy of colonial history, its impacts on children, youth, families and communities such as intergenerational trauma, grief and loss
- Demonstrate time management skills
- Strong communication skills both orally and in writing
- Ability to speak Secwépemc Language (or be willing to learn)
- Working knowledge of various community agencies and resources available to Aboriginal children, youth and families
- Ability to establish and maintain sound interpersonal relationships with staff, families, caregivers and community professionals
- An individual who is fluent in Secwepemc history, culture, traditions, ceremonies, principles, and values is preferred.
- Demonstrated ability to influence and facilitate community and group decision-making processes through knowledge, ideas and persuasion.
- Ability to establish and maintain purposeful relationships with clients, subordinates, colleagues, other relevant organizations, staff and management.
- Excellent planning, organization, interpersonal and liaison skills.
- Ability to maintain confidentiality.
- Recognizes and respects all cultural diversity and has an understanding of local Indigenous culture and traditions.

## Working Conditions:

- Travel to multiple locations will be required;
- Potential for violence in the workplace;
- Hours of work are nonstandard and connected to services and community needs;
- Receives regular supervision with direction and checks of the work performed.

## Conditions of Employment:

- Must be able to obtain and maintain a Criminal Record Check;
- Must be able to obtain and maintain a valid BC Driver's License, class 5 with no restrictions;
- Must provide a vehicle in good operating condition and appropriate insurance to meet program requirements;
- We offer a modified work week schedule, great benefits, time off at Christmas, team days, cultural training, elder support, and a great team to belong to!



### Directly Supervises:

- None

### Pay Grade:

- starting wage \$38.1989

## SUBMIT COVER LETTER and RESUME

Human Resources Department  
hr@secwepemcfamilies.org  
153 Kootenay Way, Kamloops, BC V2H 0E6

**Posted until Filled**

**Note: only screened in applicants will be contacted. As per Section 41(1) of the BC Human Rights Code, preference may be given to qualified applicants of First Nations ancestry. Preference may also be given to applicants who can demonstrate knowledge and/or experience with Secwepemc language, culture, history, and customs.**